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PREPARATIONS FOR THE FOURTH WORLD CONFERENCE ON WOMEN: ACTION FOR EQUALITY, DEVELOPMENT AND PEACE

Draft Platform for Action

Addendum

Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

F. Inequality in women's access to and participation in the definition of economic structures and policies [and the productive process itself] [Economic potential and independence of women] [Gender equality in the economic structures, policies and in all forms of productive activity]

110. There are considerable differences in women's and men's access and opportunities to exert power over economic structures in their societies. In most parts of the world, women are virtually absent from or are poorly represented in economic decision-making, including the formulation of financial, monetary, commercial and other economic policies, as well as tax systems and rules governing pay. Since it is often within the framework of such policies that individual men and women make their decisions, inter alia, on how to divide their time between remunerated and unremunerated work, the actual development of these economic structures and policies has a direct impact on women's and men's access to economic resources, their economic power and consequently the extent of equality between them at the individual and family levels as well as in society as a whole.

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111. In many regions, women's participation in paid work increased in both the formal and non-formal labour markets and changed during the past decade. [While they continued to work in agriculture and fisheries, they also became increasingly involved in micro, small and medium-scale enterprises and became more dominant in the expanding informal sector. On the negative side, they were impelled into the workplace by economic hardship and became preferred workers, often with low pay and poor working conditions, because they were seen as easier to subordinate. On the positive side, some entered the work force by choice as they became more aware of the rights.] [In other regions, women's participation in economic life changed as part of the restructuring process that resulted in a loss of jobs for many professional and skilled women.] Gender segregation employment is still the dominant pattern of the economy, and the gaps between female and male wages for work of equal value continue to be prevalent both in the private and public sectors. Women have increasingly become owners and managers of small and medium-scale enterprises but remain underrepresented in economic decision-making at both the national and international levels. Similarly, women and gender concerns are largely absent from the policy formulation process in the multilateral institutions [that define the terms of structural adjustment programmes, loans and grants].

[112. Women's participation in remunerated economic life in the formal and informal sectors has changed and increased significantly in recent times, and has been affected by changes in national and global economies. While some have made gains in income and job opportunities, others have not; indeed, for some, the situation has worsened, particularly those who have been impelled into the workplace by economic hardship.]

113. bis Discrimination in education and training, in hiring and remuneration, and in promotion and horizontal mobility practices, as well as inflexible working conditions, a lack of access to productive resources, the inadequate sharing of family responsibilities and a lack of such services as child care [facilities] continue to restrict women's employment, economic, professional and other mobility and to make their involvement most stressful. Moreover, attitudinal obstacles inhibit women's participation in developing economic policy and [in some regions, restrict girls' access to] education and training for economic management. [Women's share in the labour force continues to rise and almost everywhere women are working more outside the household, although there has not been a parallel lightening of responsibility for unremunerated work in the household and community. Women's income is becoming increasingly necessary to households of all types. In some regions, there has been a growth in women's entrepreneurship and other self-reliant activities, particularly in the informal sector. In many countries, women are the majority of workers in non-standard work, such as temporary, casual, multiple part-time, contract and home-based employment.]

[114. Women migrants, especially domestic workers, contribute to the economy of the sending country through their remittances and at the same time contribute to the economy of the receiving country by taking over the domestic work of women nationals who are then able to engage in productive work in the receiving country.]

115. Insufficient attention to gender analysis has meant that women's contributions and concerns remain too often ignored in economic structures, such as financial markets and institutions, labour markets, economics as an academic discipline, economic and social infrastructure, taxation and social security systems, as well as in families and households. As a result, many policies and programmes may continue to contribute to inequalities between women and men. Where progress has been made in integrating gender perspectives, programme and policy effectiveness has also been enhanced.

116. Although many women have advanced in economy structures, for the majority of women, particularly those who face additional barriers, continuing obstacles have hindered their ability to achieve economic autonomy and to ensure sustainable livelihoods for themselves and their dependants. Women are active in a variety of economic areas that they often combine, ranging from wage labour and subsistence farming and fishing to the informal sector. However, legal and customary barriers to the ownership of or access to land, natural resources, capital, credit, technology and other means of production, as well as wage differentials, contribute to impeding the economic progress of women. [The value of women's unremunerated contribution to the economy, whether working [in the home], in agriculture, food production, in family enterprises, community service or [domestic work], is still often undervalued and unrecorded and therefore not reflected in current labour statistics and national accounts.] Progress is needed in statistical concepts and methods of measuring and [valuing] unremunerated productive activity in the development of economic and social policy.

117. [Such unremunerated work as caring for children and the elderly, housework and voluntary work is of great social importance and a basis for the welfare of the family, and should be recognized. A disproportionate part of this unremunerated work is done by women].

118. [Although some new employment opportunities have been created for women as a result of [recent economic events] [the globalization of the economy], there are also trends that have exacerbated inequalities between women and men. In some cases, large-scale globalization is undermining women's self-reliant initiatives in savings, production and trade. In some regions, the international and gender division of labour has often reinforced the segregation of women into a limited number of occupations.]

119. These trends have been characterized by low wages, little or no labour standards protection, poor working conditions, particularly with regard to women's occupational health and safety, low skill levels, and a lack of job and social security, in both the formal and informal sectors. Women's unemployment is a serious and increasing problem in many countries and sectors. Young informal and rural sector workers and migrant female workers remain the least protected by labour and immigration laws. Women, particularly those who are heads of households with young children, have limited employment opportunities for reasons including inflexible working conditions and inadequate sharing by men and by society of family responsibilities.

120. [In countries that are undergoing fundamental political, economic and social transformation, the skills of women have constituted a major contribution

to the economic life of their countries, but these skills are not well utilized in the emerging new economies.]

121. Lack of employment in the private sector and reductions in public services and public service jobs have affected women disproportionately. In some countries, women take on more unpaid work [by replacing public services], such as the care of children and those who are ill or elderly and in compensating for lost household income [particularly when public services are not available]. In many cases, [employment creation strategies, however, have tended to focus on traditional male occupations and sectors].

[122. For those women in paid work, many experience obstacles that prevent them from achieving their potential. While some women are increasingly found in lower levels of management, attitudinal discrimination often prevents them being promoted further. The experience of sexual harassment is both an affront to a worker's dignity and prevents women from making a contribution commensurate with their abilities. The lack of a family-friendly work environment, including the lack of appropriate and affordable child care and inflexible working hours, further prevent many women from achieving their full potential.]

123. In the private sector, including in transnational and national enterprises, women are largely absent from management and policy levels, denoting discriminatory hiring and promotion policies and practices. The unfavourable work environment as well as the limited number of employment opportunities available have led many women to seek alternatives. Women have increasingly become self-employed and owners and managers of micro, small and medium-scale enterprises. The expansion of the informal sector, in many countries, and of self-organized and independent enterprise is in large part due to women, whose [collaborative, self-help and traditional practices and] initiatives in production and trade represent a vital economic resource. When they gain access to and control over capital, credit and other resources, technology and training, women can increase production, marketing and income for sustainable development.

124. Taking into account the fact that continuing inequalities and noticeable progress coexist, rethinking employment policies is necessary in order to integrate the gender perspective and to draw attention to a wider range of opportunities as well as to address any negative gender implications of current patterns of work and employment. To fully realize equality between women and men in their contribution to the economies, active efforts are required for recognizing equal appreciation and influence in society of the work, experience, knowledge and values of both women and men.

125. In addressing the economic potential and independence of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes.

Strategic objective F.1. [Promote women's self-reliance and guarantee economic opportunities for women]

[Secure economic rights for women]

Actions to be taken

126. By Governments:

(a) Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value;

(b) Adopt and implement laws against discrimination based on sex, age, race [and religion] in the labour market, in hiring and promotion, the extension of employment benefits and social security, and working conditions. Eliminate discriminatory practices by employers and take appropriate measures in consideration of women's reproductive role and functions, such as the denial of employment and dismissal due to pregnancy or breast-feeding, or requiring proof of contraceptive use, and take effective measures to ensure that pregnant women, women on maternity leave or re-entering the labour market after childbearing are not discriminated against;

(c) Devise mechanisms and apply positive action that enable women to gain access to full and equal participation in the formulation of policies and the definition of structures through such bodies as ministries of finance and trade, national economic commissions, economic research institutes and other key agencies, as well as through their participation in appropriate international bodies;

(d) Undertake legislative and administrative reforms to give women full and equal rights and access [equitable rights] to economic resources, including the rights to ownership of land and other property, credit, inheritance, natural resources and appropriate technology;

(e) Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;

(f) Develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent, and distribution of unremunerated work, particularly work in caring for dependents and unremunerated work done for family farms or business, and encourage the sharing and disseminating of information on studies and experience in this field, including on the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from but made consistent with core national accounts;

(g) Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis;

(h) [Take efforts to facilitate more open and transparent budget processes];

(i) [Empower documented migrant women (including those determined to be refugees according to the Geneva Convention) by early integration strategies to contribute their skills, knowledge and potential to their host country];

(j) Revise, implement and enact national policies that support the traditional savings, credit and lending mechanisms for women;

(k) Establish [advisory boards] mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;

(l) Seek to ensure that national policies related to international and regional trade agreements do not aggressively impact women's new and traditional economic activities;

(m) [Ensure that transnational corporations comply with national laws and codes, social security regulations and other relevant laws];

(n) Adjust employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities;

(o) Enact and enforce equal opportunity laws, take positive action and ensure compliance by the public and private sectors through various means [such as contract compliance regulations];

(p) Use gender-impact analysis in the development of economic and social policies in order to monitor such impact, restructuring policies in cases where harmful impact occurs;

(q) Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields;

(r) Reform laws or enact national policies that support the establishment of labour laws to ensure the protection of all women workers, including safe work practices, the right to organize and access to courts.

Strategic objective F.2. Take positive action to facilitate women's equal access to resources, employment, markets and trade

Actions to be taken

127. By Governments:

(a) Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to that of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;

(b) Strengthen the incentive role of the State as employer to develop a policy of equal [equitable] opportunities between women and men;

(c) Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures;

(d) Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas;

(e) Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production, such as farming, fishing and aquaculture as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;

(f) Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimize their access to necessary services;

(g) Increase the proportion of women extension workers and other government personnel who provide technical assistance or administer economic programmes;

(h) Review, reformulate if necessary and implement policies, including business, commercial and contract law and government regulations, to ensure that they do not discriminate against small and medium-scale enterprises owned by women in rural and urban areas;

(i) Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets;

(j) Seek to ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas;

(k) Remove the policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative.

128. By Governments, central banks and national development banks, and private banking institutions, as appropriate:

(a) Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions;

(b) Mobilize the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas, and include women in their leadership, planning and decision-making;

(c) Structure services to reach rural and urban women involved in small, micro and medium-scale enterprises, with special attention to young, low-income, ethnic and racial minority, and indigenous women who lack access to capital and assets;

(d) Expand women's access to financial markets by identifying and encouraging financial supervisory and regulatory reforms that support direct and indirect efforts on the part of financial institutions to better meet the credit and other financial needs of the micro, small and medium-scale enterprises of women;

(e) Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water supply and sanitation, electrification and energy conservation, transportation and road construction. Promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure jobs access and contracts.

129. By Governments and non-governmental organizations:

(a) Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields;

(b) Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families and communities.

130. By multilateral funders, regional development banks, and bilateral and private funding agencies, at the international, regional and subregional levels:

(a) Review, where necessary reformulate, and implement policies, programmes and projects to ensure that a higher proportion of resources reach women in rural and remote areas [without attendant conditions that could place women under pressure to act against their ethical and religious values];

(b) Develop flexible funding arrangements to finance intermediary institutions that target women's economic activities, and promote self-sufficiency and increased capacity in and profitability of women's economic enterprises;

(c) Develop strategies for international [development] financial institutions and regional development banks to consolidate and strengthen their assistance to the micro, small and medium-scale enterprise sector, and work together with bilateral agencies to coordinate and enhance the effectiveness of this sector, drawing upon the expertise and financial resources from within their own organizations as well as from bilateral agencies, Governments and non-governmental organizations.

131. By international, multilateral and bilateral development cooperation organizations:

Support, through the provision of capital and/or resources, financial institutions that serve low-income, small and micro-scale women entrepreneurs and producers in both the formal and informal sectors.

132. By Governments and/or multilateral financial institutions:

Review the rules and procedures of formal national and international financial institutions that obstruct replication of the Grameen Bank prototype.

133. By international organizations:

[Seek to] provide adequate support for programme and projects designed to promote sustainable and productive entrepreneurial activities among women, in particular the disadvantaged.

Strategic objective F.3. Provide business services and access to markets, information and technology to low-income women

Actions to be taken

134. [By Governments in cooperation with non-governmental organizations at the community and national levels and the private sector]:

(a) Provide more public infrastructure to [ensure] facilitate equal market access for women and men entrepreneurs;

(b) Develop programmes that provide training and retraining, particularly in new technologies and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business;

(c) Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities;

(d) Create non-discriminatory services for women's businesses and target women, particularly low-income women, in trade promotion programmes;

(e) Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary for such success; facilitate networking and the exchange of information;

(f) Take measures to ensure the equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;

(g) Provide affordable support services, such as quality, flexible and affordable child-care services, that take into account the needs of working men and women.

135. By local, national, regional and international business organizations and non-governmental organizations concerned with women's issues:

Advocate, at all levels, for the promotion and support of women's businesses and enterprises, including those in the informal sector, and the equal access of women to productive resources.

Strategic objective F.4. Strengthen women's economic capacity and commercial networks

Actions to be taken

136. By Governments:

(a) Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self-help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas;

(b) Design special programmes for women that are affected by economic restructuring [and structural adjustment programmes] or by the process of transition to market economies and for women who work in the informal sector;

(c) Adopt policies that strengthen women's self-help groups and workers' associations through non-conventional forms of support;

(d) Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities;

(e) Use the research of economists, scientists and technologists to promote gender equality, and support the economic activities of indigenous women to improve their conditions and development and secure their safe interaction with larger economies;

(f) [Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home];

(g) Recognize and encourage the contribution of research by women scientists and technologists;

(h) Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.

137. By encouraging financial intermediaries, national training institutes, credit unions, non-governmental organizations, women's associations, professional organizations and the private sector, as appropriate, to:

(a) Provide training at the national, regional and international levels in a variety of business-related and financial management and technical skills to enable women, especially young women, to participate in economic policy-making at those levels;

(b) Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality control, to women's business enterprises, including in export sectors of the economy;

(c) Promote technical and commercial links and establish joint ventures among women entrepreneurs at the national, regional and international levels to support community-based initiatives;

(d) Strengthen women's participation in production and marketing cooperatives by providing marketing and financial support, especially in rural and remote areas, including marginalized women;

(e) Promote and strengthen women's micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, in rural and urban areas;

(f) Invest capital and develop investment portfolios to finance women's business enterprises;

(g) Give adequate attention to providing technical assistance, advisory services, training and retraining for women connected with the entry to the market economy;

(h) Support credit networks and innovative ventures, including traditional savings schemes;

(i) Provide networking arrangements for entrepreneurial women, including opportunities for the mentoring of inexperienced women by the more experienced;

(j) Encourage community organizations and public authorities to establish loan pools for women entrepreneurs, drawing on successful small-scale cooperative models.

138. By [transnational and national corporations] [by the private sector]:

(a) Adopt policies and establish mechanisms to grant contracts on a non-discriminatory basis;

(b) Recruit women for leadership, decision-making and management, and provide training programmes, all on an equal basis with men;

(c) Observe national labour environment, consumer, health and safety laws, particularly those that affect women.

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination

Actions to be taken

139. By Governments, employers, employees, trade unions and women's organizations:

(a) Safeguard and promote respect for basic workers' rights, including the prohibition of forced labour and child labour, freedom of association, and the rights to organize and bargain collectively, equal remuneration for men and women for work of equal value, and non-discrimination in employment, with full respect for the conventions of the International Labour Organization in the case of States Parties to those conventions, and taking into account the principles embodied in those conventions in the case of those countries that are not States Parties, so as to thus achieve truly sustained economic growth and sustainable development;

(b) [Implement and enforce laws, regulations and codes of conduct that extend international labour standards and workers' rights to female workers in expert processing zones];

(c) [Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in case of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, sexual orientation and parental status in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, including legal protection against sexual and racial harassment];

(d) Enact and enforce laws and develop workplace policies against age and gender discrimination in the labour market, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws;

(e) Eliminate discriminatory practices by employers on the basis of women reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast-feeding responsibilities;

(f) [Facilitate the productive employment of documented migrant women [including women determined to be refugees according to the Geneva Convention, through greater recognition of foreign education and credentials, by adopting an integrated approach to the labour market and through training that incorporates language training];

(g) [Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women and those affected by structural adjustment programmes, including self-employment];

(h) Implement and monitor positive public and private-sector employment equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups, with respect to employment, hiring, retention and promotion, and vocational training of women in all sectors;

(i) Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management position, by enacting other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility at the labour market, and by stimulating the diversification of occupational choices by both women and men. Encourage women to take up non-traditional jobs, especially in science and technology, [and encouraging men to seek employment in the social sector];

(j) Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and improving working conditions;

(k) Promote the election of women trade union officials and ensure that all elected to represent women are given job protection and physical security in connection with the discharge of their functions;

(l) Ensure their access to and develop special programmes to enable women with disabilities to obtain and retain employment, and ensure their access to education and training at all proper levels, in accordance with the United Nations Standard Rules on the Equalization of Opportunities for People with Disabilities. Adjust, to the extent possible, working conditions in order to suit the needs of women with disabilities, who should be secured legal protection against unfounded job loss on account of their disabilities;

(m) Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work or work of equal value through strengthening legislation, including compliance with international labour and standards, and encourage job evaluation schemes with gender-neutral criteria;

(n) Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination;

(o) Set specific target dates for eliminating all forms of child labour that are contrary to accepted international standards, ensure the full enforcement of all relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the

Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular street children, through the provision of appropriate health, education and other social services;

(p) Ensure that strategies for eliminating child labour recognize the excessive demands made on some girls for unpaid work in the household;

(q) Review and analyse [reformulate] the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings.

Strategic objective F.6. [Create a flexible work environment]

[Actions to be taken]

[Better harmonization work and family responsibilities for women and men]

140. By Governments:

(a) [Adopt policies to extend the protection of labour and social security laws to part-time and temporary jobs and to seasonal and home-based workers, and enact laws to promote career development based on flexible work conditions];

(b) [Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of their access to working conditions, employment and social security];

(c) [Enact and enforce laws that grant parental leave and parental benefits to both women and men, and promote the equitable sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement];

(d) [Ensure, though appropriate legislation, incentives and/or encouragements and adequate opportunities for women and men to take parental leave and receive parental benefits];

(e) Develop policies, among others, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibilities between women and men as equal partners at work and in the home, particularly in relation to the care of children and the elderly;

(f) Improve the development of and access to technologies that facilitate occupational as well as domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;

(g) Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national

priorities and policies, to determine how to promote gender quality and flexibility in the way people divide their time between and derive benefit from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.

141. By Governments, the private sector and non-governmental organizations, trade unions and the United Nations, as appropriate:

(a) Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment and retirement benefits, have transferable employment benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers;

(b) Provide and design educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family, and provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements;

(c) Enact and enforce laws against sexual and other forms of harassment in all workplaces.